

Business Analyst

We are currently seeking a business analyst to lead the development of new programs within Semilla Nueva and improve existing programs. This individual will be based full-time in Guatemala City, with up to 25% travel to the field. Historically, our leadership team has led program development, process analysis, and strategic analysis. We are looking for someone to work closely with our leadership team to assist in these processes, assisting in improving existing programs, evaluating new strategic opportunities, and designing and implementing new programs and policies to bring biofortified seed to thousands of additional families in the coming years.

Summary of the Organization

Malnutrition is one of the greatest barriers to the world's poorest escaping poverty. The 900 million people in Africa and Central America who eat corn daily are some of the most affected, with nearly half of Guatemala's children suffering from stunted growth. Semilla Nueva launched the world's first social enterprise dedicated to the development, production, and sale of more nutritious, biofortified corn seed directly to small farming families. Farmers buying our seed increase their yields and incomes, while improving the diets of hundreds of thousands— and someday millions—of the world's poorest consumers. It's a scalable, sustainable way to give farming families what they most want, while providing malnourished children with what they most need. Our goal is to prove this model in Guatemala while improving the incomes of tens of thousands of families and the diets of millions of Guatemala's poorest, before expanding the model through Central America and Sub-Saharan Africa. At Semilla Nueva, we're obsessed with impact at scale.

In 2018, our first year of sales, our seed took 1.3% of the Guatemalan seed market with nearly 2,000 families purchasing. By 2019 we reached nearly 5,000 families — covering more of our organization's costs through sales, while we deeply invest in impact evaluation, new seed development, and collaborations to scale our seeds internationally.

We're a hybrid social enterprise (non-profit owns a for-profit company) of 23, mostly Guatemalan, staff. We work with some of the world's leading scientists at organizations such as CIMMYT, Harvest Plus, and universities like Purdue, Iowa State, Tufts, and Harvard. Our donors include some of the most prestigious in the space of impact philanthropy, including Cartier Philanthropy, Mulago and the U.S. Government. Our seeds are based on conventional breeding (non-GMO), although we are not opposed to well-tested biotechnology. Our work has led to rapid growth and international recognition, including an Ashoka fellowship, Mulago fellowship, and Forbes 30 under 30 for our founder.

Our team shares a common background. Whether from the private sector or NGO world, we have seen that most international development projects fail because they don't focus on finding the intersection of what the world's poorest want and what they most need. We're looking for new team members who are smart, hungry, and humble—and who are just as obsessed with innovative ways to end world poverty as we are.

Summary of the Position

This position will work closely with Semilla Nueva's leadership team, as well as other staff and external leaders to identify areas for operational improvement, investigate new strategies, and assist the organization in

launching new programs and initiatives. This position will be deeply integrated within Semilla Nueva's leadership structure with a special focus on operational execution.

Specific responsibilities include, but are not limited to:

- Evaluate areas for improvement within Semilla Nueva's existing operations (Research, Production, Sales Marketing)
- Lead the design of new strategies to improve outcomes, and work with existing leadership and staff to implement solutions
- Contribute to developing and implementing the long-term strategy of the organization, including new agricultural technologies.
- Explore new program possibilities based on collaboration with other national or international organizations.
- Support the leadership team in planning and results evaluation—as well as overall organizational development.
- Prepare visual presentations of organizational results for internal and external audiences.
- Representation of Semilla Nueva with high-level visitors, Government officials, and at local and international meetings at the request of the leadership team.

Qualifications

We are seeking exceptional professionals with a minimum of five years of work experience, and a demonstrated long-term passion for international development and knowledge sharing.

Required:

- Bachelor's degree in Agronomy or a related field, with a Master's degree, preferably in Business, Marketing, or a related field
- 2+ years of experience working in a results-oriented multi-cultural workplace
- Full working-proficiency in Spanish and English
- Data visualization skills
- High level of proficiency in Microsoft Office, particularly Excel, PowerPoint and Word
- Experience in process evaluation and improvement, proposal design, and reporting
- Ability to work independently with confidence presenting complex information to variety of stakeholders
- Ability to lead projects via collaborative (and not dictatorial) working style, maintain relationships with a wide array of people – junior and senior from diverse backgrounds and cultures, and of many disciplines
- Strong problem-solving skills and creativity
- Demonstrated leadership, stress-management, negotiation skills, and flexibility in the work environment
- Proactive, with the ability to prioritize and coordinate a variety of activities
- Must be comfortable traveling to and staying in rural parts of Guatemala with difficult living conditions

Desired:

- Experience working with food fortification and/or biofortification interventions
- Agriculture field experience and rural development

Beginning Date: As soon as possible.

Salary: Competitive local salary, commensurate with experience.



Guatemalan nationals are strongly encouraged to apply.

To apply please send a cover letter explaining your interest in Semilla Nueva and the position, along with an updated CV to trabajo@semillanueva.org. Please note "Business Analyst" in the subject line.